

Section 1

Processing SF-52s

Proponent: West CPOC

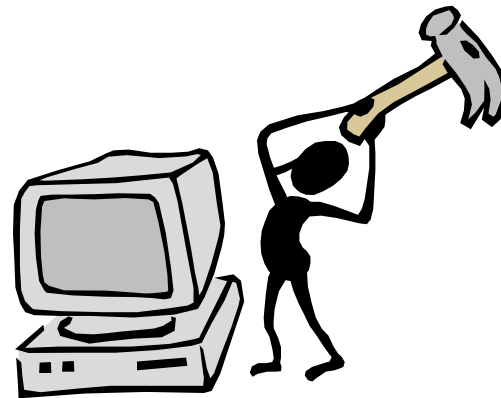
Sub-
Section
N/A

Topic

PERSACT Actions

Remarks

Depicts total numbers of all personnel actions processed through CPACs and CPOC using PERSACT.



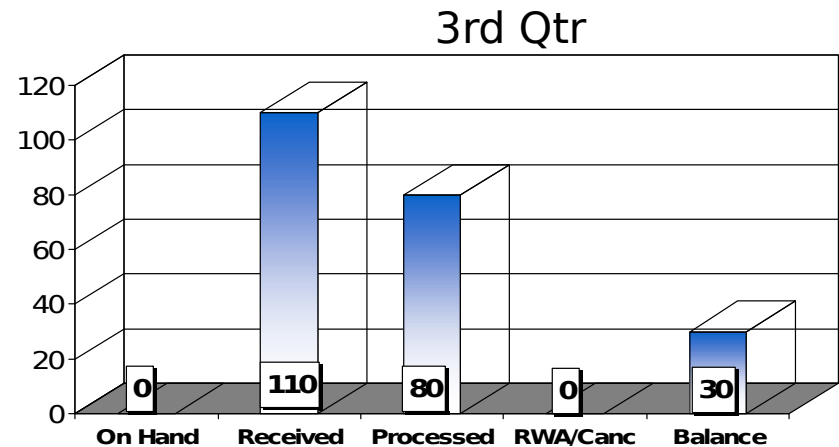
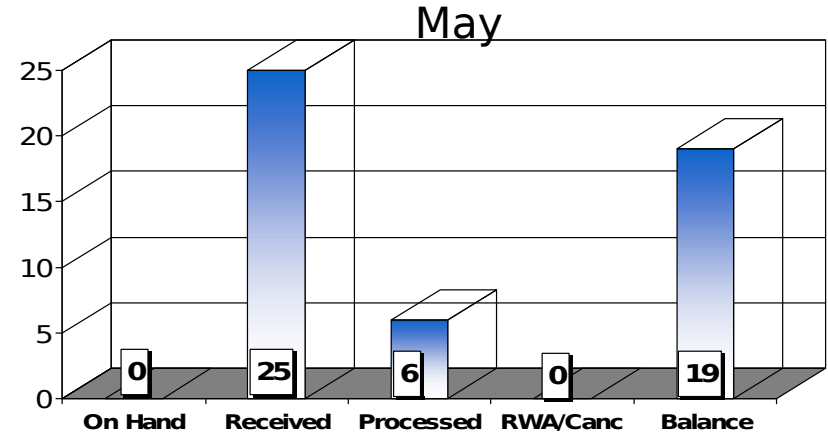
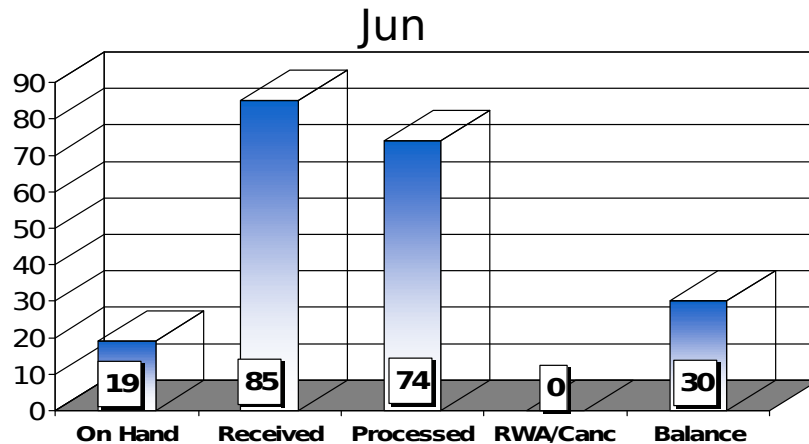
TOPIC: PERSACT Actions - Walla Walla, COE

3RD QTR-FY99

PROPONENT: WCPOC

Apr

Transition Date: 2 May



ANALYSIS: Volume is expected to increase for the first several months under regionalization. Balance at the end of the quarter is reasonable at this time.

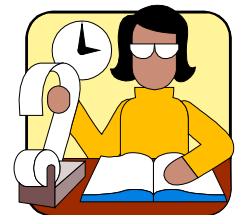


SECTION 2

Classifying Jobs

Proponent: WCPOC, Classification Division

Sub-Section	Topic	Remarks
A	Classification Actions Processed	Demonstrates volume and timeliness of personnel actions requiring handling by a position classifier. Routine actions are those which require only a cursory review in the Division. Nonroutine actions require the classifier to do a job analysis or advisory.
B	New Position Descriptions	Indicates usage of Army tools for classification.
C	1999 Trends	Provides analysis of volume and timeliness of work for the FY to date.



TOPIC:**Classification Actions Processed - COE, Walla Walla****3RD QTR-FY99****PROPOSER/PROPOSAL:**

Routine, 4 Days from Date Received in CD

STANDARD:

Non-Routine, 30 Days from Date Received in CD

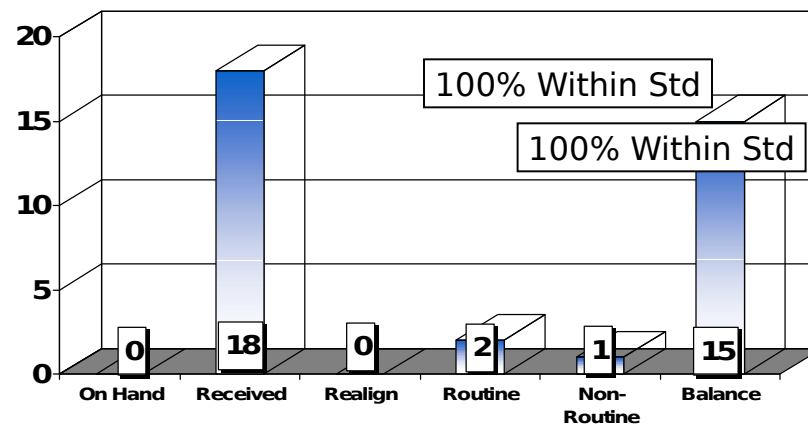
ASSESSMENT:

Routine: Red

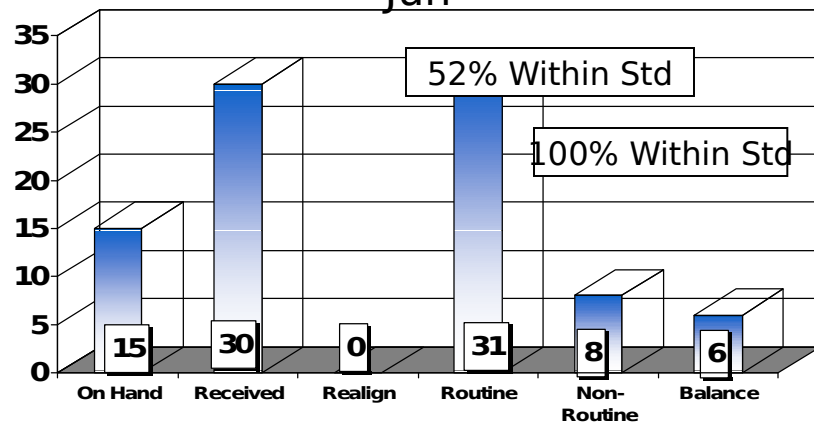
Non-Routine: Green

Apr

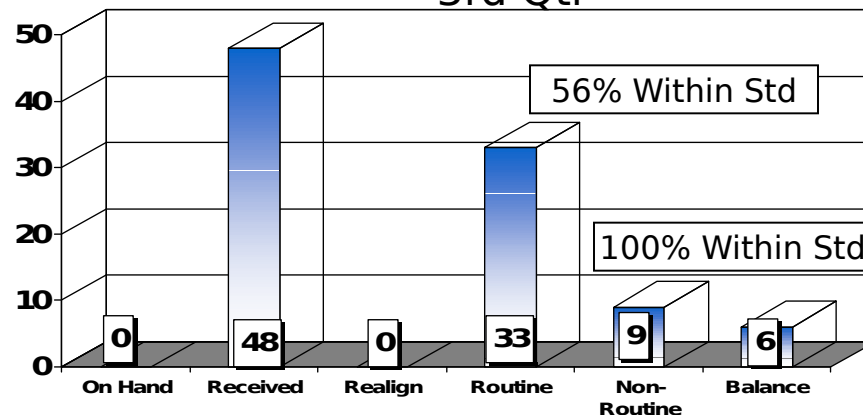
May

Transition Date: May 99

Jun

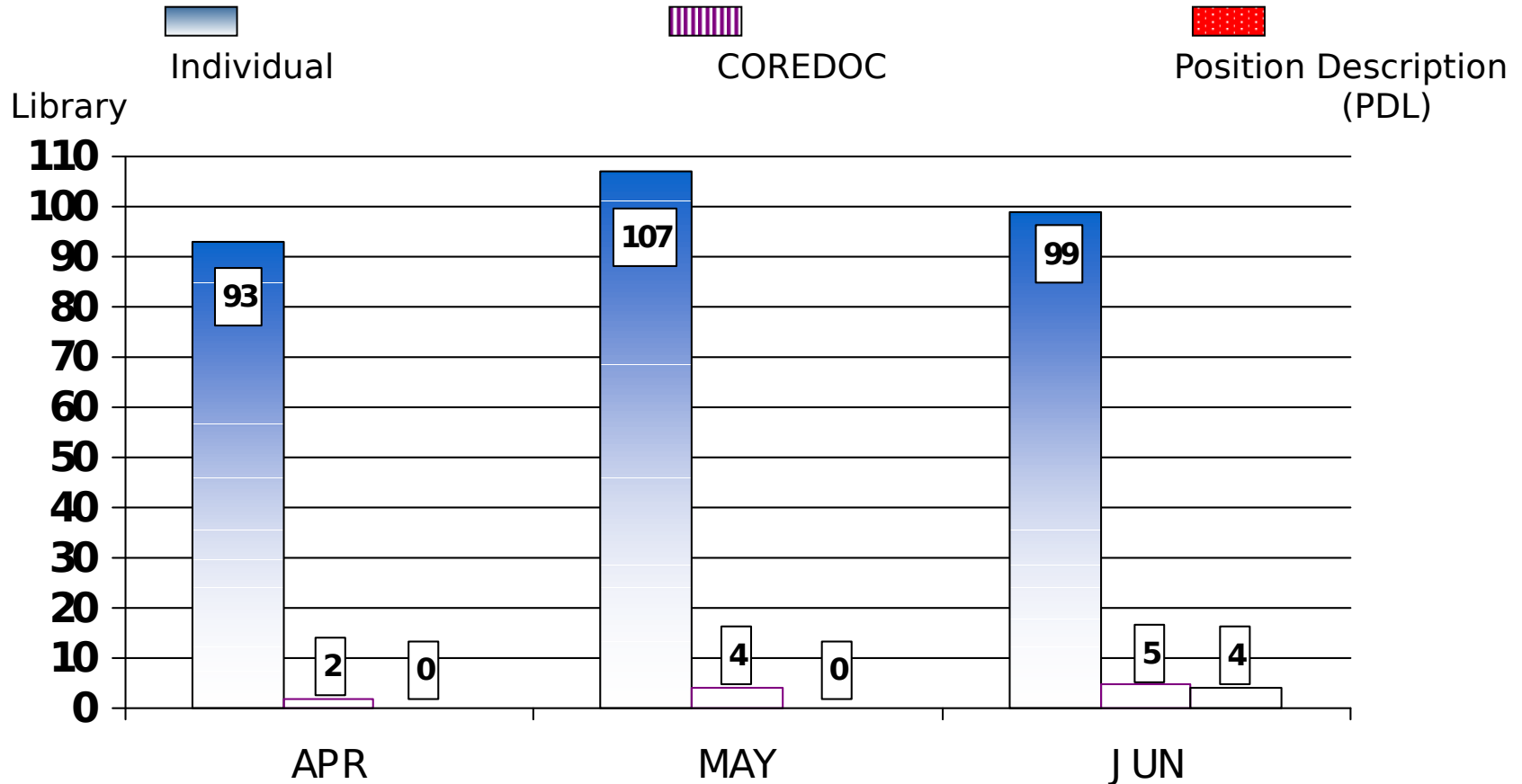


3rd Qtr

**ANALYSIS:**

Transition to regionalization occurred May 99. Improvement is expected as management/CPOC/CPAC staffs continue to work together.



TOPIC:**New Position Descriptions****3RD QTR-FY99****PROPONENTWCPOC-
CD**

ANALYSIS: COREDOC and PDL are seldom used. The number of new job descriptions established continues a quarterly upward trend (45% increase over the previous quarter). The addition of two activities this quarter contributed only 7% to that increase. There is some early indication that FASCLASS will have more of an impact assisting managers in creating new job descriptions than either COREDOC or PDL, as eventually managers will have access to not only every job in the West Region but jobs in the other Army regions as well.

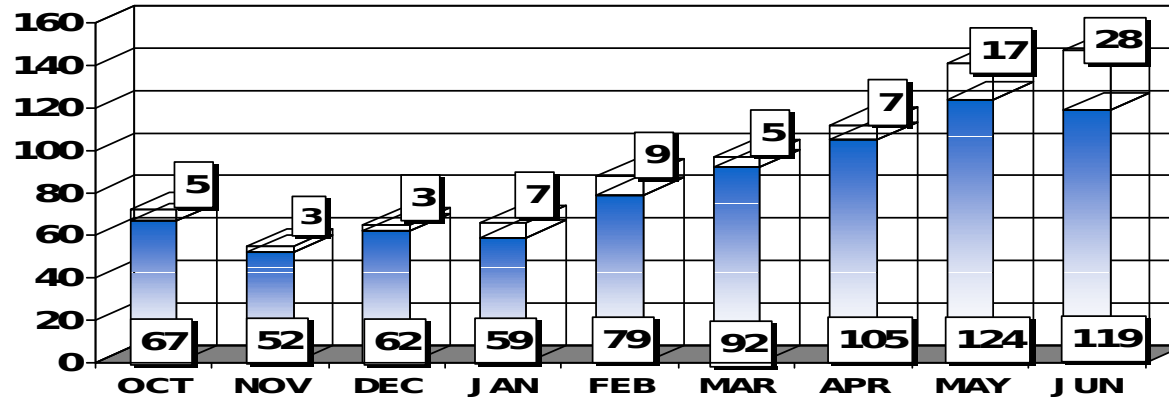




TOPIC:**Trends - Classification Actions Processed****3RD QTR-FY99****PROPOSER/PROPOSAL:**

Routine, 4 Days from Date Received in CD

STANDARD:

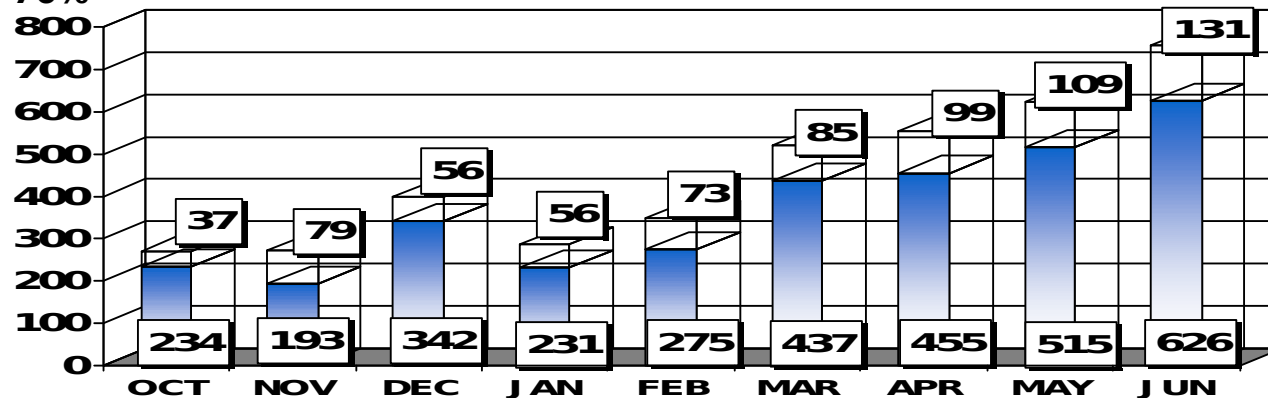
Non-Routine, 30 Days from Date Received in CD

ASSESSMENT: Routine - Amber**Non-Routine - Amber****NON-ROUTINE**

 In Standard
 Not in Standard

In Standard
86% 76%

93% 95% 95% 89% 90% 95% 93%

ROUTINE

In Standard
79% 79%

86% 71% 86% 80% 79% 84% 78%

ANALYSIS:

Non-routine actions have shown a steady decline since March, which roughly approximates the beginning of the FASCLASS project. FASCLASS has also impacted routine performance - in all but one month since FASCLASS started. The total number of routine and non-routine actions processed increased by 66% over the previous quarter. The focus on routine actions by the "get the routines out day" should help in the next quarter, as should the cross leveling of non-routine actions of over 20 days.



TOPIC:**Average Days to Process Classification Actions - All Serviced****3RD QTR-FY99****PROPONENT:** WCPOC-

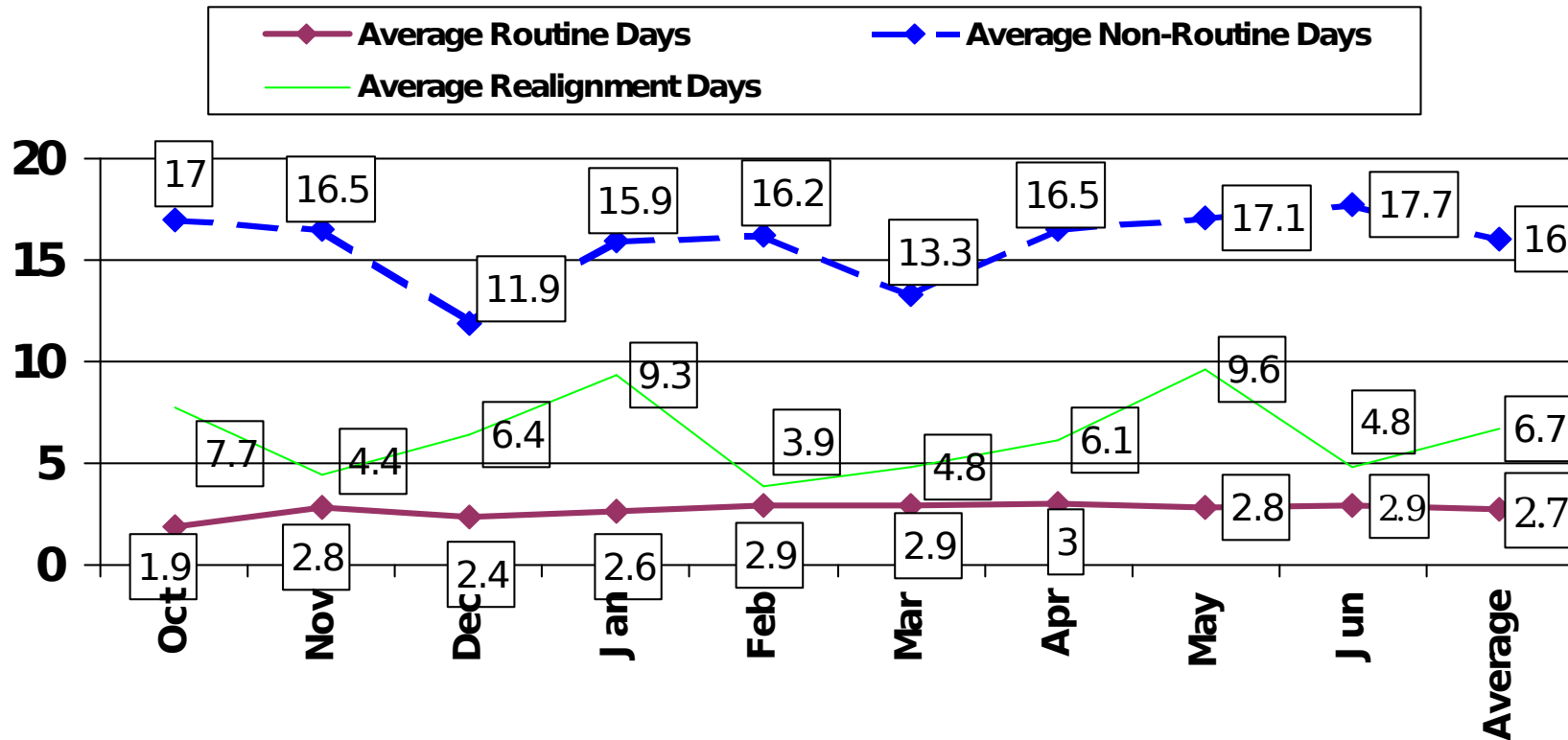
Routine, 4 Days from Date Received in CD

STANDARD:

Non-Routine, 30 Days from Date Received in CD

ASSESSMENT: Non-Routine - Green

Routine - Green



ANALYSIS: Routine actions are within standard; the overall increase from the previous quarter is due in part to diversion of resources to the FASCLASS project. Non-routine actions have been increasing but continue to be within standard. The average time for processing these actions below standard is due to a significant portion of routine actions being processed in a day or less, and non-routine actions being processed in less than 10 days. The SOP to address processing of realignments has been issued and should help stabilize the up and down performance of realignments over the year.



SECTION 3
Filling Jobs
Proponent: WCPOC, Staffing Services Division

<u>Sub-Section</u>	<u>Topic</u>	<u>Remarks</u>
A	Recruitment Activity – Jobs Filled	It illustrates how many jobs are being filled and the status of actions on hand at the end of the quarter.
B	Referral Lists Issued	Shows volume and timeliness of referral lists issued – on the basis of days to issue the list from the time the action is received in this Division. This includes both open and closed actions where referrals have been issued.
C	Resumes in Resumix Database	Depicts the number of resumes in the system from external and internal candidates.
D	Average Processing Time	Demonstrates the breakdown of time in the fill process-how actions flow through the various steps in the process. This presents data on actions closed (i.e., completed) during the quarter.
E	Management Feedback on Resumix	It illustrates management feedback on the Resumix process.

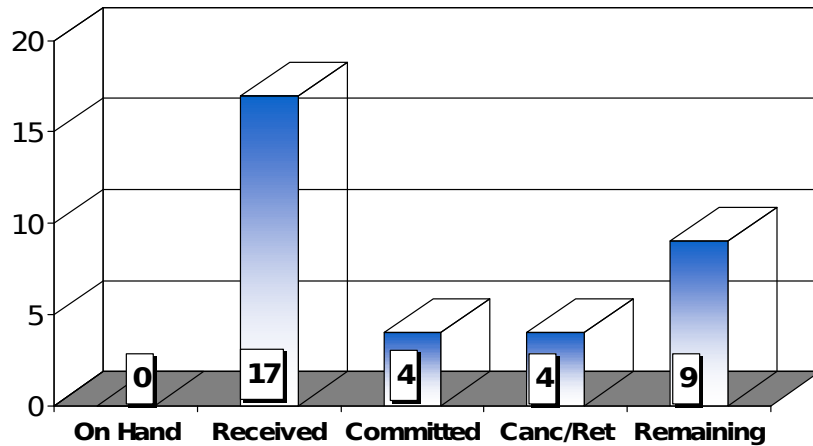
TOPIC:	Recruitment Activity - Jobs Filled - COE, Walla Walla	3RD QTR- FY99
PROPONENT:	WCPOC - SSD	

Apr

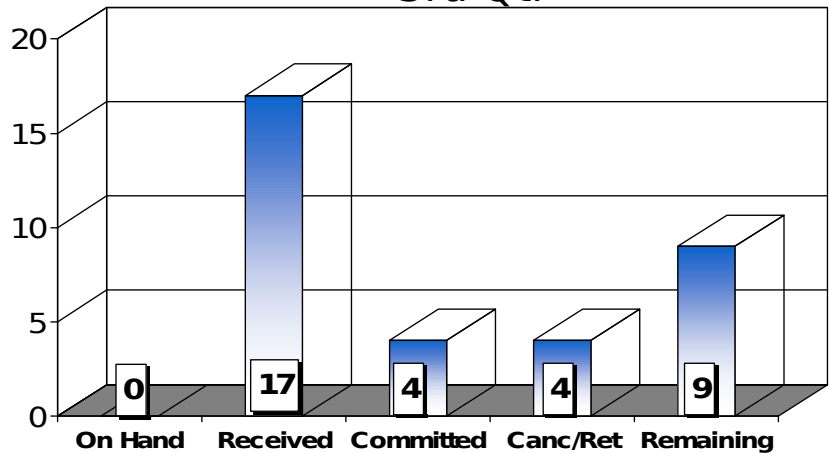
May

Transitioned Date: May 99

Jun



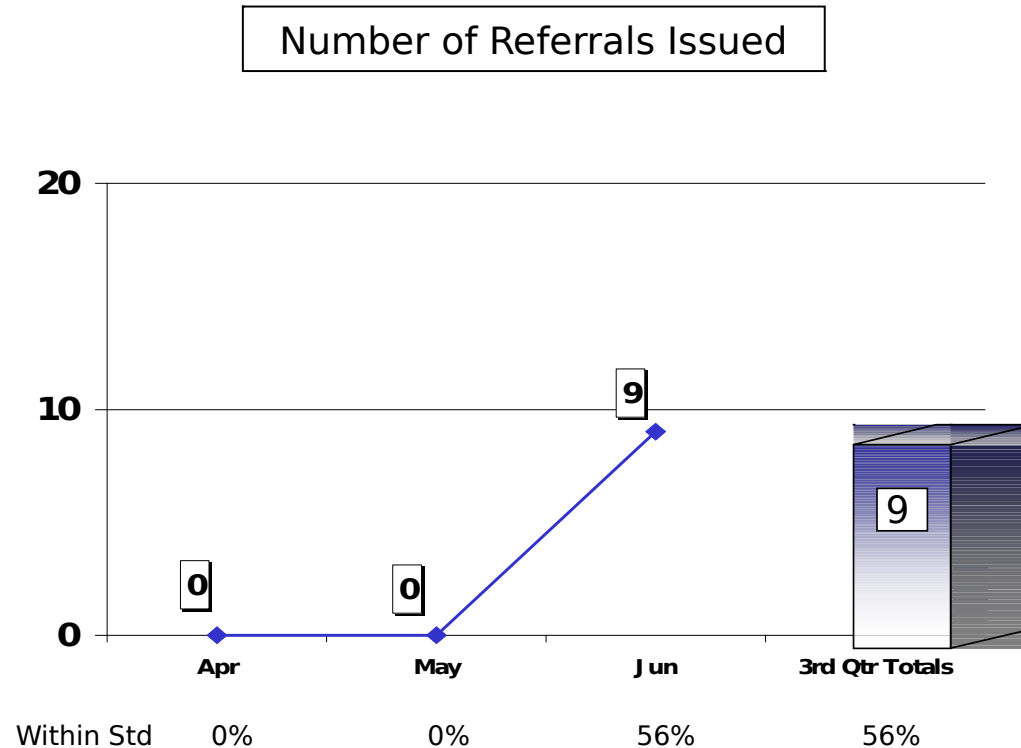
3rd Qtr



ANALYSIS:

During the quarter 4 positions were committed, all through competitive procedures. Of the 9 remaining actions at the end of the quarter, 5 have referrals issued, 1 has a PPP issue working, and 3 are pending referral.

TOPIC: Referral Lists Issued - COE, Walla Walla	3RD QTR-FY99
PROPONENT: WCPOC - SSD	ASSESSMENT: Red
STANDARD: Resumix: 5 Calendar Days from Date Received in SSD DEU: 36 Calendar Days from Date Received in SSD	



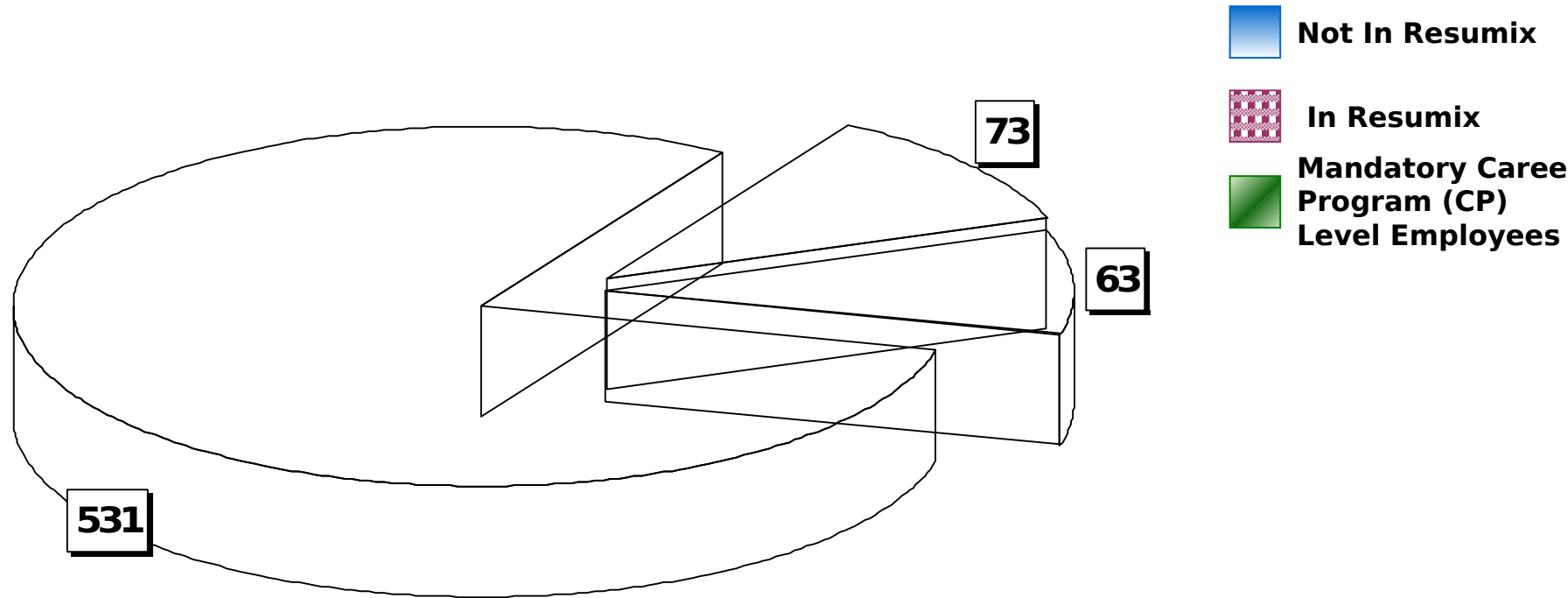
ANALYSIS: All 4 referrals that were out of standard involved recruit actions received the first week of stand up. They were not within standard due to delay in registering Walla Walla as an activity under the ASARS (PPP) system. This was a one-time problem that has been corrected, and referral timeliness is expected to significantly improve next quarter.



TOPIC:

Internal Resumes in Resumix Database - COE, Walla Walla 3RD QTR-
FY99

PROPONENT: WCPOC - SSD



Total Population: 667

in Resumix (excludes mandatory CP level and FPS employees): 63 (11%)

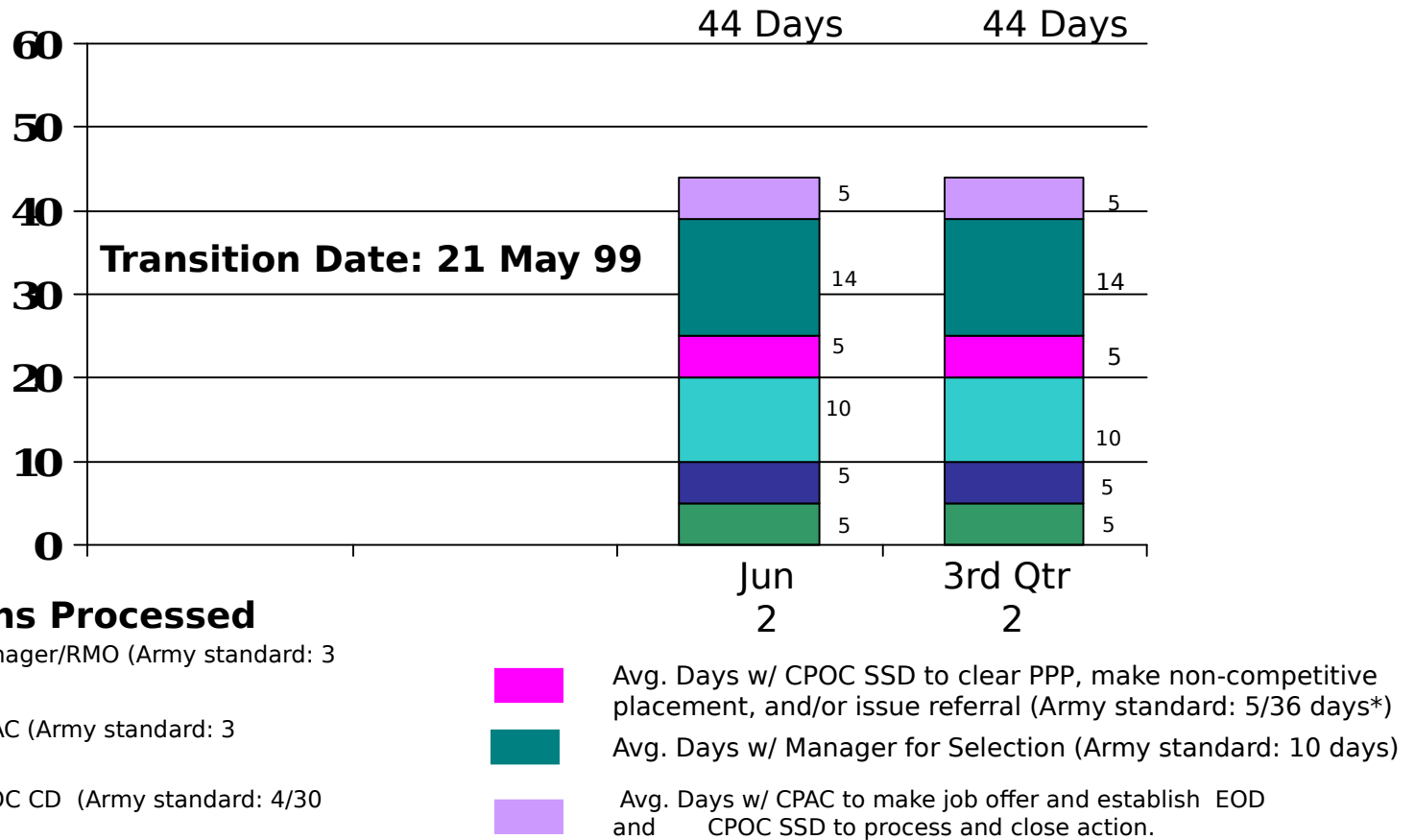
ANALYSIS: Walla Walla transitioned on 9 May 99, and 11% of their current population has applied in Resumix. Management has been proactive in encouraging their employees to apply.



**TOPIC: Avg Processing Time - Recruitment Actions -
COE, Walla Walla (From Initiation to Closure)**

**3RD QTR-
FY99**

PROPONENT: West Region Partners

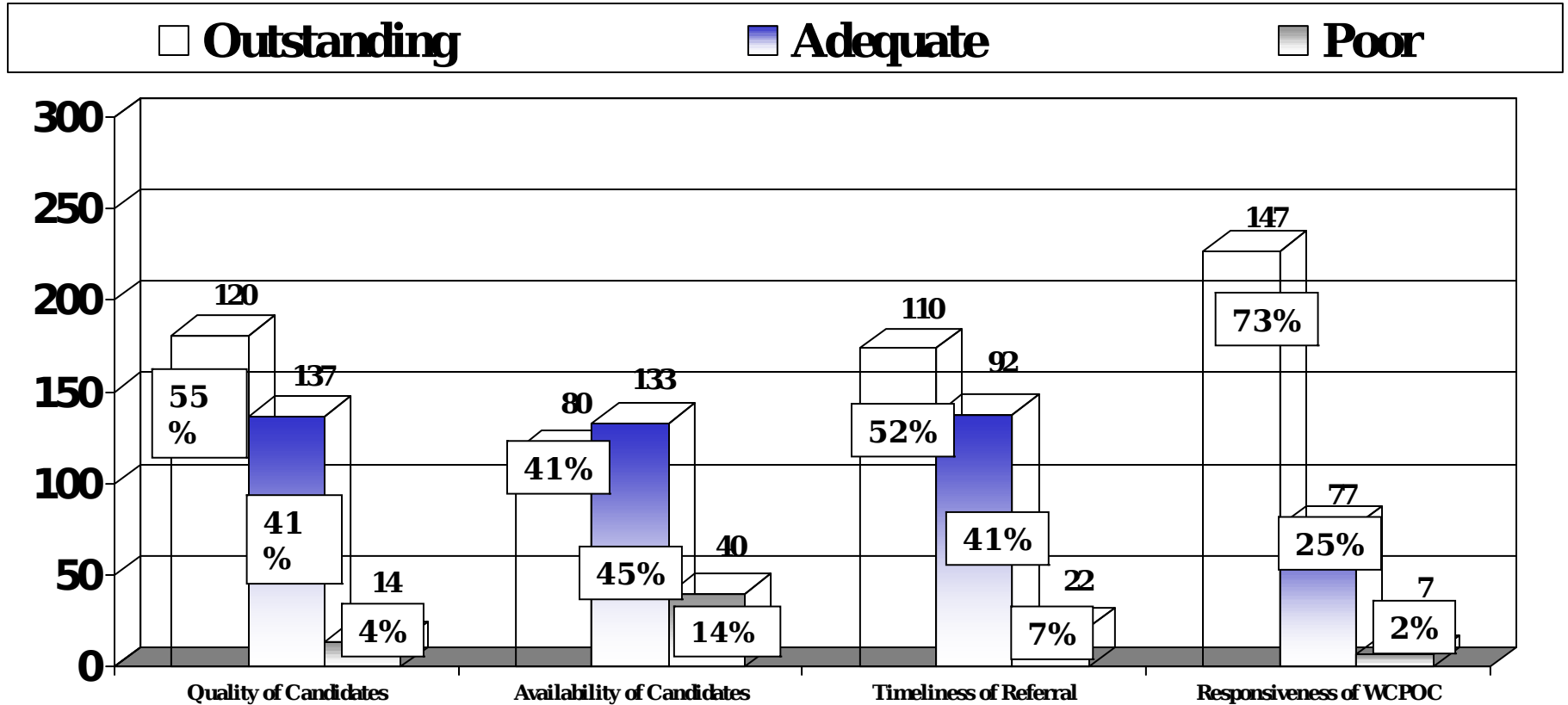


***standard varies with type of action/referral**



ANALYSIS: Two actions were processed this quarter for a fill time of 44 days. Walla Walla has only one month of statistics to present-- however, 44 days is well below the Army average.

TOPIC:	Management Feedback on Resumix Referrals -	THRU END OF 3RD QTR- FY99
PROPONENT:	WCPOC - S&D Serviced	



TOTAL Resumix REFERRAL LISTS ISSUED = 1744* TOTAL # FEEDBACK FORMS RETURNED = 449

*includes referrals for multiple grades

ANALYSIS: Selecting officials receive a feedback form with each referral list. Those returned indicate continued high level of satisfaction with Resumix referrals.

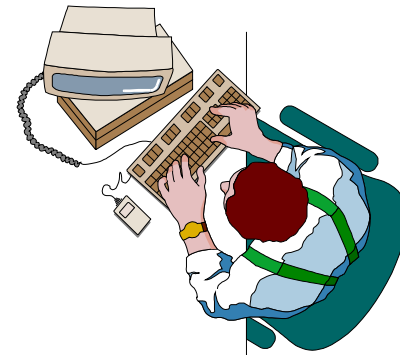


SECTION 4

Processing Personnel Actions

Proponent: WCPOC, Staffing Services Division

Sub-Section	Topic	Remarks
A	Non-Recruitment Actions Processed	Illustrates processing timeliness and volume of personnel actions processed through PERSACT – to include such actions as resignations, retirements, name changes, and other non-competitive actions.
B	Awards Processed	Presents a picture of the volume and value of awards processed.



TOPIC:

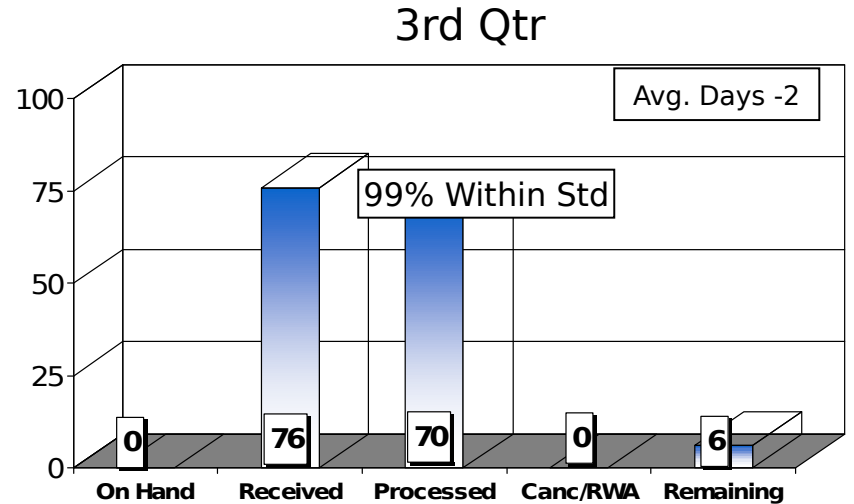
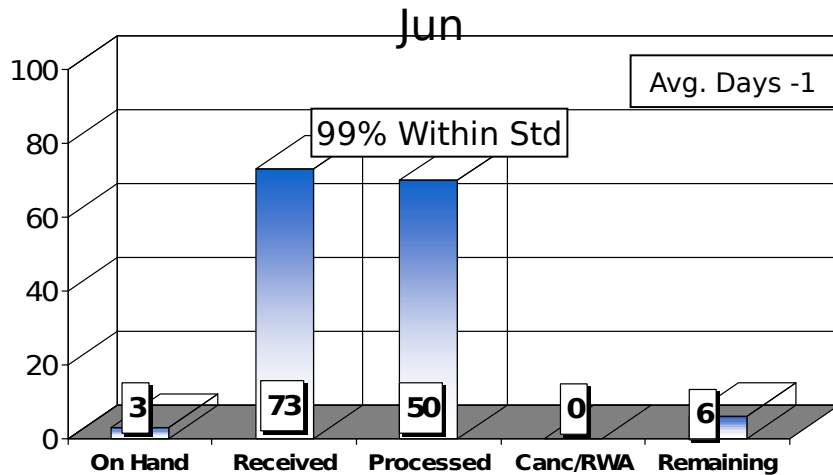
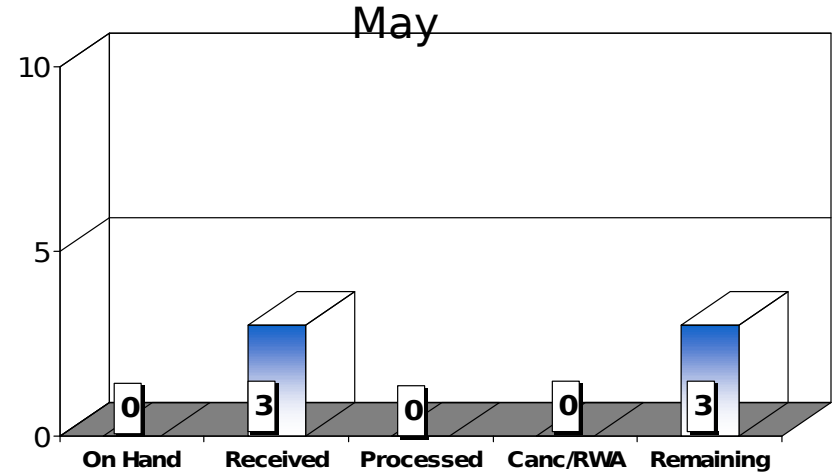
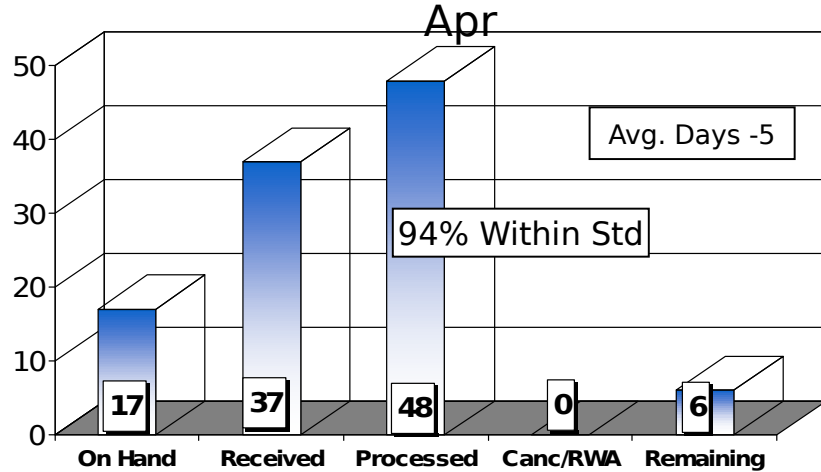
Non-Recruitment Actions Processed - COE, Walla Walla

**3RD QTR-
FY99**

PROPONENT: WCPOC - SSD

ASSESSMENT: Green

STANDARD: 5 Calendar Days Avg. from Date Rec'd in SSD

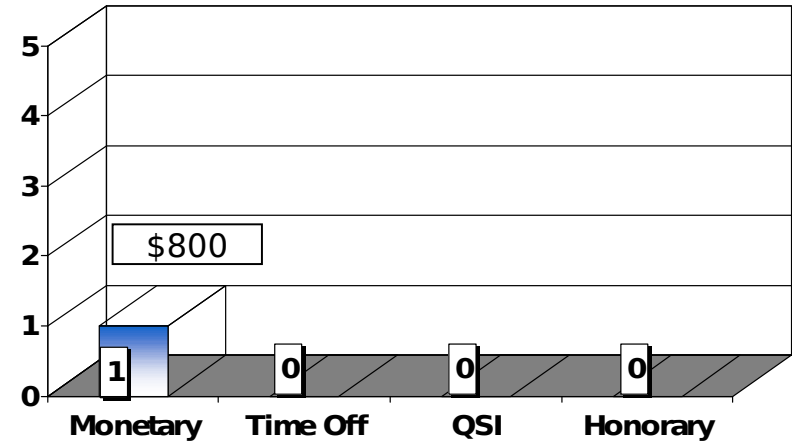


ANALYSIS: Walla Walla stood up 2 May. Performance for the quarter is excellent with actions being processed as they are received.

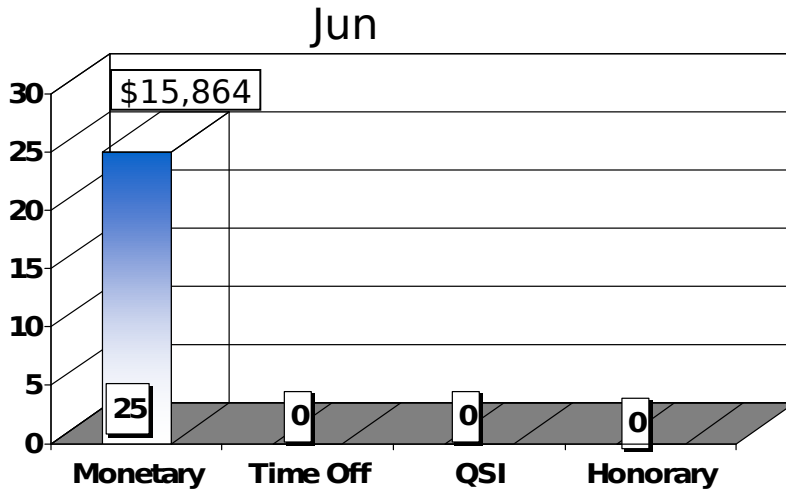
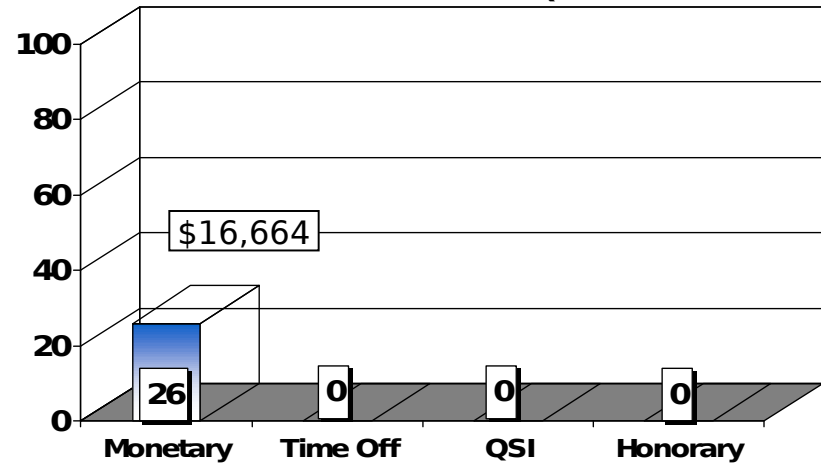
TOPIC:**Awards Processed - COE, Walla Walla****3RD QTR-
FY99****PROPONENT: WCPOC - SSD**

Apr

May

Transition Date: May 99

3rd Qtr

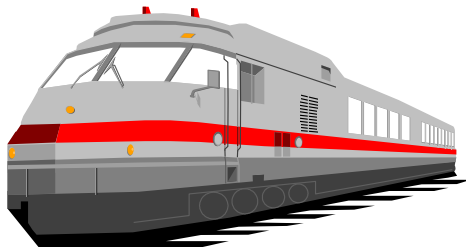


Section 5

Training and Developing Employees

Proponent: WCPOC, Human Resource Development Division

Sub-Section	Topic	Remarks
N/A	Training Requests Processed	Provides data regarding timeliness and volume of training request processing into the database. Also includes total employee hours spent in training and the dollars invested.



TOPIC: Training Requests Processed - COE, Walla Walla		3RD QTR-FY99
PROPONENT: WCPOC - HRDD		ASSESSMENT: Green
STANDARD: 7 Calendar Days from Receipt		



Manual DCPDS



TRAIN FPI

May

Transition Date: 2 May 99

Jun

3rd Qtr

ZERO

ZERO

Training Investment: : \$.00

Training Hours: 0



ANALYSIS: No completed training documentation has been received by the WCPOC for processing.

SECTION 6

Providing Information Services

Proponent: WCPOC, Information Services Division

Sub-
Section

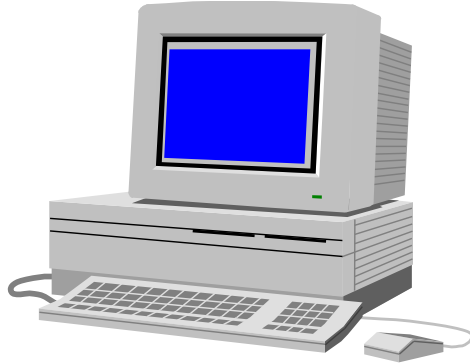
N/A

Topic

FPI Usage

Remarks

Provides data on Functional Process Improvement (FPI) usage by managers in the region. The number of log-ins is the number of times that managers/resource managers entered the system. The number of accounts is the total accounts that have been built for managers or resource managers to use any of the FPI modules.

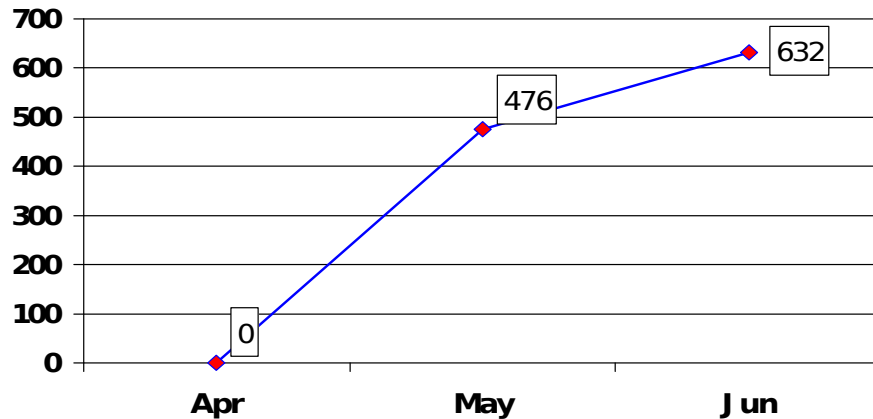


TOPIC: FPI Usage - COE, Walla Walla

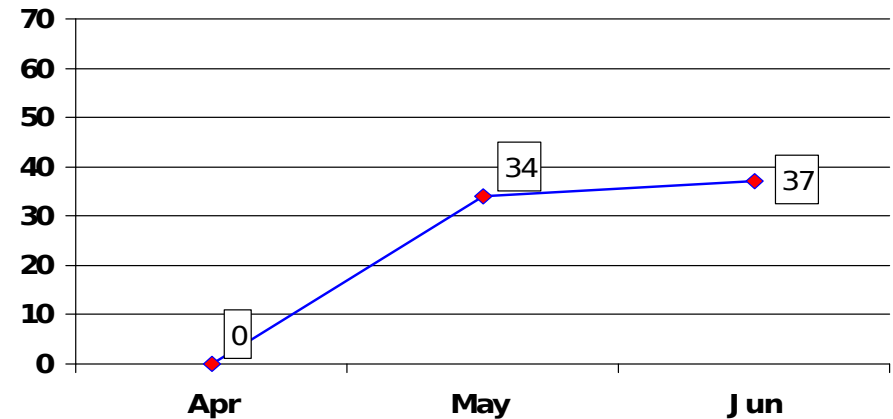
3RD QTR-FY99

PROPONENT: WCPOC-ISD

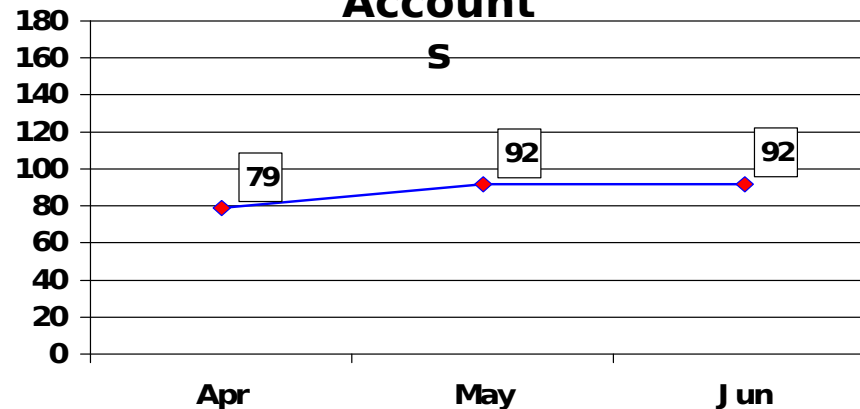
Logins



Number of Managers that Logged In



Accounts



ANALYSIS: Having stood up the beginning of May, Walla Walla has a good start on FPI usage with about 40% of Managers using the FPIs.

